**Department of the Army
Outreach and Special Emphasis
Programs**

**DoD Forum
May 16, 2005**

Presenter: Mrs. Delia Ramirez Trimble
Director, Hispanic Employment Program

*Office of the Assistant Secretary of the Army
(Manpower & Reserve Affairs)
Equal Employment Opportunity and Civil Rights*

Department of the Army

EEO Vision:

*... the model employer with a diverse
and effective workforce founded upon
equality of opportunity*

Hispanic Employment Program (HEP) - References

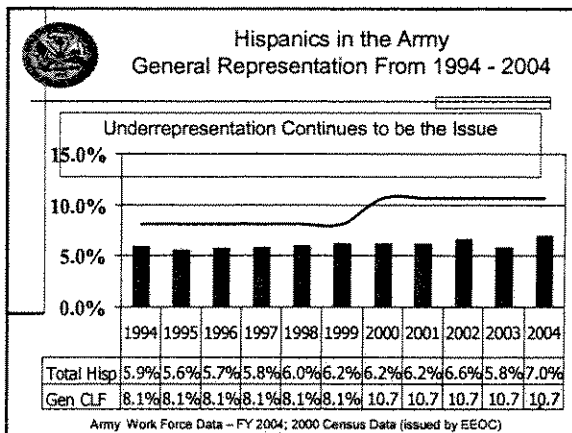DoD Directive 1440.1, Civilian EEO Program

AR 690-12, EEO and Affirmative Employment

Executive Order 13171 (12 Oct 00), Hispanic
   Employment in the Federal Government

Executive Order 13230 (17 Oct 01), President's
   Advisory Commission on Educational
   Excellence for Hispanic Americans

EEOC Management Directive 715 (1 Oct 03), EEO

Hispanics in the Army
General Representation From 1994 - 2004

Underrepresentation Continues to be the Issue

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total Hisp	5.9%	5.6%	5.7%	5.8%	6.0%	6.2%	6.2%	6.2%	6.6%	5.8%	7.0%
Gen CLF	8.1%	8.1%	8.1%	8.1%	8.1%	8.1%	10.7	10.7	10.7	10.7	10.7

Army Work Force Data – FY 2004; 2000 Census Data (issued by EEOC)

Hispanic Employment Program
Accomplishments

❑ We have made some progress

❑ DA Career Program Managers involved

❑ The Army's MD 715 Report for FY 04

❑ Army is supporting partnerships established by DoD

❑ For Army, HACU has developed a Local Intern/Co-op Program

Hispanic Employment Program

Addressing the challenges:

■ The current situation

■ The changing demographics in the U.S.

What's needed?

❑ Recognition and support

❑ Awareness of underrepresentation

❑ Implementation of action plans

❑ Necessary resources

Hispanic Employment Program
2005 Initiatives

- Raise awareness
- Expand applicant pools for GS-13
- Representation on selection panels
- Promote the use of the Federal Career Intern Program, where possible
- Strengthen partnerships
- Participate in employment-related activities at the National IMAGE and LULAC Conferences

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Hispanic Employment Program
Strategic Actions

EEO Officials, as advisors, provide:

- Analysis of work force statistics
- Recommendations regarding affirmative recruitment sources
- Review of objectives and timetables
- Assessment and feedback
- Recognition
- **Success stories and best practices**

Hispanic Employment Program
Best Practices: Army-wide

➢ Intern Program

➢ Summer Faculty Employment Program

➢ Workforce Recruitment Program

➢ Minority College Relations Program

➢ HSI Contracts and Grants

➢ Disabled Soldier Support System

Hispanic Employment Program
Best Practices: Army-wide

DA Interns (by RNO)	Number	%
American Indian	9	0.7
Asian Pac American	73	5.7
Black	180	13.6
Hispanic	**75**	**5.6**
White	964	72.7
Unknown/Other	22	1.7
Total (as of 9/30/04)	1326	100

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Hispanic Employment Program
Best Practices: Army-wide

Summer Faculty Employment Program

- Special hiring authority
- Unique opportunities
- Outreach is being done with minority schools
- Faculty members may be employed between the months of May and September
- Several commands have indicated interest

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Hispanic Employment Program
Best Practices: Army-wide

Workforce Recruitment Program (WRP) for Students with Disabilities

- Of the 49 students hired throughout Army in the summer of FY 03, 5 or **10.2%** were Hispanics.

- Of the 61 students hired in the summer of 2004, 9 or **14.7%** were Hispanics.

- *Possibility for those seeking permanent employment: application files are kept active for one year.*

- Jun 05: CD-ROMs containing WRP student information are being sent to all Army activities. 12

Hispanic Employment Program
Best Practices: Army-wide

Minority College Relations Program (MCRP)

➤ Published a Directory of Minority Institutions of Higher Education.

➤ Planning Sep 05 MCRP Workshop with HSIs
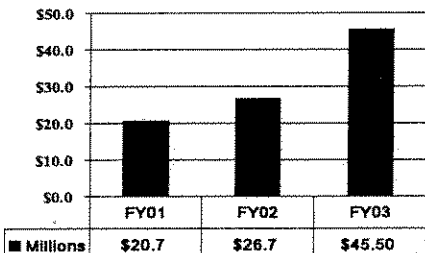
➤ Works closely with Civilian Personnel recruiters

Hispanic Employment Program
Best Practices: Army-wide

HSI Contracts and Grants

	FY01	FY02	FY03
■ Millions	$20.7	$26.7	$45.50

Source: Army Small & Disadvantaged Business Utilization Office

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Hispanic Employment Program
Best Practices: Army-wide

Disabled Soldier Support System (DS3)

Under the Adjutant General Directorate

Provides assistance to soldiers and their families for:
➤ Financial support
➤ Educational and employment assistance
➤ Family counseling
➤ Resources in local communities
➤ Child care support
➤ Information on VA benefits, and more

Video entitled "Not Different, Just Special"

POC: COL Jacqueline Cumbo, (703) 325-1530
jacqueline.cumbo@hoffman.army.mil

Hispanic Employment Program
Best Practices: Army Commands

Installation Management Agency
- Career Program 29 initiative
- Community Outreach efforts

Army Materiel Command
- Fellows Program
- Army Research Laboratory Initiatives

Corps of Engineers
- District HEP Initiatives

Medical Command
- Research and development initiatives

Hispanic Employment Program
Best Practices: Army Commands

Installation Management Agency

Career Field (CF) 29 Initiative

- Leadership competencies
- Business competencies
- Functional competencies
- New career progression ladder
- Additional positions covered
- Public sector affiliation
- What's in store for the future?
- Web site information: http://www.ima.army.mil

Hispanic Employment Program
Best Practices: Army Commands

Installation Management Agency

Community outreach efforts at different installations located in geographic areas with significant Hispanic populations:

➢ Active participation with a majority Hispanic high school

➢ Development of new civilian recruitment brochure

➢ Actively involved with other Federal agencies

Hispanic Employment Program
Best Practices: Army Commands

Army Materiel Command
Fellows Program

Five year fast–track civilian program offers:

❖ Entry level: GS-07
❖ Graduate education
❖ On the job/formal training assignments
❖ Full performance level: GS-13
❖ May include a signing bonus
❖ All moves paid for, except the first move
❖ First duty location

Hispanic Employment Program
Best Practices: Army Commands

Army Materiel Command
Fellows Program—Additional Information

➤ Current vacancy announcement closes 20 May 05
➤ Web site address: AMCcareers.com
➤ Total program experience statistics (5 years):

Population group	Number	Percentage	CLF Data
American Indian	1	0.4%	0.6%
Asian American	12	5.0%	3.6%
Black	85	35.6%	10.5%
Hispanic	**14**	**5.9%**	**10.7%**
White	127	53.1%	72.7%
Total	239	100.0%	

Hispanic Employment Program
Best Practices: Army Commands

Army Materiel Command

Army Research Laboratory (ARL) Initiatives:

❖ Student Temporary Employment Program (STEP)

❖ Science and Technology Academic Recognition System (STARS)—upon graduation, students hired as permanent employees.

❖ *Educational partnership agreements with 3 HSIs*

❖ Collaborative Technology Alliance—work with HSIs on ARL mission areas

Hispanic Employment Program
Best Practices: Army Commands

Corps of Engineers (COE)

District HEP Initiatives :

➢ Successful use of Student Employment Programs in Nashville, St. Louis, Philadelphia, and St. Paul.

➢ The Los Angeles (LA) District hosted the COE's first Viva Technology project in East LA.

➢ The Seattle, Los Angeles, and St. Louis Districts have internal leadership development programs.

Hispanic Employment Program
Best Practices: Army Commands

Medical Command

Research and development initiatives:

❖ Education service agreements and contracts totaled $3.1 million for FY04

❖ A four year contract was awarded to an HSI, a medical school

❖ Congressionally mandated research and development projects

Some Challenges

❑ The location of most Army jobs with "potential"

❑ Mobility requirements relating to offers of permanent employment
    ❑ gaining: successful sponsorship, mentoring
    ❑ payment of initial moving expenses
    ❑ maintaining: a network supporting the move

❑ Family responsibilities: [for internships] the necessity of earning money, during the school year and the summers

❑ Lack of awareness of opportunities with the Army – for
Civilians

Conclusion

- The good news: Army recognizes the inherent value to mission and readiness and the business necessity of having a work force that reflects America

- Support and commitment from the top, strategic/succession planning, affirmative recruitment efforts, and partnerships will result in stated objectives

Any Questions or Comments?

Department of the Army

Contact Information:

Mrs. Delia Ramirez Trimble

(703) 602-5368

Delia.Trimble@hqda.army.mil

Web site: http://eeoa.army.pentagon.mil